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Contract Database Metadata Elements

Title: **Central Square Central School District and Central Square Central School District Nurses Unit, Service Employees International Union (SEIU), AFL-CIO, Local 200 United (2004)**

Employer Name: **Central Square Central School District**

Union: **Central Square Central School District Nurses Unit, Service Employees International Union (SEIU), AFL-CIO**

Local: **200 United**

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Agreement
Between the
Service Employees International Union
Local 200 UNITED, S.E.I.U., AFL-CIO
Nurses
and the
Central Square Central School District



July 1, 2004
Through
June 30, 2006

RECEIVED

FEB 28 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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AGREEMENT

This Agreement is made by and between the Central Square Central School District herein after termed the "District," and the Service Employees' International Union Local No. 200 United S.E.I.U, AFL-CIO of Syracuse, New York herein after termed the "Union."

ARTICLE 1

Recognition and Union Status

- 1.1** The District recognizes the Union for the purpose of collective bargaining for all regular employees in the job title of Registered Nurses.
- 1.2** Should any new job titles be created during the life of this agreement which encompass the range of duties performed by members of this bargaining unit, the District will confer and notify the bargaining unit of such titles.
- 1.3** During the duration of this agreement, the District agrees to negotiate exclusively with the Union.

ARTICLE 2

Dues Deduction

- 2.1** The Superintendent of the Central Square School District agrees to deduct dues or agency fee for the Union from the salaries of its employees. Said employees individually and voluntarily authorize the Superintendent to deduct and to transmit the moneys promptly to the Union. Employees' application and dues authorization forms will be in writing in the form set forth on the following page.

The Union will certify the current rate of its membership dues in writing to the Superintendent. If the Union changes the rate of its membership dues, it will give the Superintendent thirty (30) days notice prior to the effective date of such change. Deduction will be made in the following manner. The total annual membership dues to the Union, as certified above, will be deducted in twenty-one (21) equal installments, beginning with the first payroll in September. The Union will provide the Superintendent with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the Superintendent to deduct dues for the Union.

New employees to the District hired after the beginning of the deduction period will have deductions made according to an individual prorated schedule.

Within six (6) weeks of ratification of this agreement, the District will print and distribute copies of this Agreement to all covered employees.

Article 2 (cont.)

APPLICATION AND DUES DEDUCTION AUTHORIZATION FORM

I, the undersigned, hereby make application for membership in the S.E.I.U. Local No. 200 United, and when accepted into membership, do hereby agree to abide by its Constitution and Bylaws, and herewith designate the S.E.I.U., Local 200 United, and its duly authorized representatives, as my sole collective bargaining agent.

I further authorize my Employer to deduct from my earnings all dues and initiation fees for which I am obligated by virtue of my membership in said Union, and to pay the same to Local No. 200 United through the Secretary-Treasurer or any duly authorized representative of said Local Union.

This assignment authorization and direction shall be irrevocable for the period of one year and I agree and direct that this authorization and direction shall be automatically renewed, irrevocable for successive periods of one year unless written notice is given by me to my Employer and said Local Union by registered mail, return receipt requested, thirty (30) days prior to the expiration of each term of one year.

Name _____ Date _____

Signature of Member _____

Address _____

City _____ State _____ Zip _____

Social Security Number _____

Name of Employer _____

ARTICLE 3

No Strike Pledge

- 3.1** The Union hereby affirms a policy that it does not assert the right to strike against the school system, nor will it assist in or take part in any such strike by the employees, nor will it impose any obligation on such employees to conduct, assist, or participate in a strike.

ARTICLE 4

Management Rights

- 4.1** The Union recognizes the exclusive right and authority of the District to manage its operation and conduct its business. In no way will it interfere with the District's decision-making process.
- 4.2** It is understood and agreed that all rights, powers, or authority the District had prior to signing this Agreement are retained by the District except those specifically abridged, deleted, or modified by this Agreement.

ARTICLE 5

Negotiation Procedure

- 5.1** The Parties hereby agree that no later than March 1, prior to the expiration of the contract period of this Agreement, they will enter into collective bargaining negotiations.
- 5.2** It is further understood and agreed that any and all tentative agreements reached between the representation negotiating teams will not become binding on either party until ratified by the District and the employees of the Central Square Central School District who hold membership in the Union.
- 5.3** The term "Collective Bargaining" shall include conditions of employment as interpreted under the Taylor Law.
- 5.4** The District agrees that it will make a copy of the budget available to the Union when it becomes public.

- 5.5 If any agreement is not reached by May 1, either party may request the PERB assist the parties in reaching a settlement. As a result of such assistance, it is agreed that the areas of disagreement will be stipulated and that mediation and/or fact-finding will be requested of PERB by the parties.

Article 5 (cont.)

- 5.6 If any provision of this Agreement or any application of this Agreement should be found contrary to law, then such provision or application will be deemed invalid except to the extent permitted by law; but all other provisions and applications will continue in full force and effect.

ARTICLE 6

Grievance Procedure

- 6.1 It is the purpose of this procedure to secure equitable solutions to alleged grievances of the employees through procedures under which they may present grievances.

6.2 Definitions:

- A.) A Grievance is a claim by a member of the Union that alleges a violation of an express provision of this Agreement.
- B.) Supervisor shall mean any immediate supervisor or other administrator or supervisory office responsible for the area in which an alleged grievance arises except for the Superintendent.
- C.) Superintendent shall mean the Superintendent of Schools or other person appointed to act on his/her behalf.
- D.) Aggrieved Party shall mean any person(s) in the unit filing a grievance.
- E.) Hearing Officers shall mean any individual(s) charged with the duty of rendering decisions at any stage of grievances hereunder.

6.3 Procedures

- A.) All grievances shall include the name and position of the aggrieved party, the identity of the provision of the Agreement involved in the said grievance, the time and the place where the alleged events or conditions constituting the grievances existed, the identity of the party responsible for causing the said events or conditions, if known, to the Aggrieved Party and

a general statement of the nature of the grievance and the redress sought by the Aggrieved Party.

- B.) Except for informal decisions at Stage I, all decisions shall be rendered in writing at each step of the Grievance Procedure, setting forth findings of fact, and conclusions thereof. Each decision will be transmitted to the involved parties.

Article 6.3 (cont.)

- C.) If a grievance affects a system-wide action, it may be submitted by the Union directly at Stage II.
- D.) The preparation and procession of grievances shall not be conducted during the hours of employment and shall avoid interruption of employment activity. There may be occasions when this is impossible, and the District may grant an exception.
- E.) The District and the Union agree to facilitate any investigation, which may be required, and to make available any and all relevant documents and records concerning alleged grievances.
- F.) An aggrieved party and any party in interest shall have the right to all stages of a grievance to confront and cross-examine all witnesses.
- G.) No interference, coercion, restraint, discrimination, or reprisal of any kind will be taken by either party or any other participant in the Grievance Procedure by reason of such grievance or participation herein.
- H.) The form for filing grievances, serving, taking appeals, and other necessary documents will be provided by the District.
- I.) All documents and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participant.
- J.) Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate supervisory personnel and having the grievance informally adjusted without interference of the Union. In the event that any grievance is adjusted without formal determination pursuant to this procedure, while such adjustment shall be binding upon the Aggrieved Party and shall in all respects be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this Agreement.

- K.) If any provision of this Grievance Procedure or any application thereof to any employee or group of employees in the Negotiation Unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
- L.) The existence of the procedure hereby established shall not be deemed to require any employee to pursue the remedies here provided and shall not in any manner impair or limit the right of any employee to pursue any other remedies available in any form.

Article 6 (cont.)

6.4 STAGE ONE – IMMEDIATE SUPERVISOR

Any Unit Member having a grievance will present it in writing within ten (10) working days of the time the person knew or should have known of the alleged violation. Upon receipt of the written grievance, the aggrieved party's supervisor will schedule a meeting with the aggrieved party within five (5) working days. The supervisor will respond to the grievance in writing after such meeting. The letter from the supervisor should be sent within ten (10) working days of his/her receipt of the original grievance.

6.5 STAGE TWO – SUPERINTENDENT

If the aggrieved party is not satisfied with the Stage I decision, she/he may file a written appeal within ten (10) working days with the Superintendent. The Superintendent, or his designee, shall review the grievance with the grievant and shall render a written decision within fifteen (15) working days.

6.6 STAGE THREE – BOARD LEVEL

If the decision at Stage 2 is not satisfactory, and the grievance is still unresolved, the grievance may submit the grievance to the Board or a committee of the Board for its consideration.

6.7 STAGE FOUR – ADVISORY ARBITRATION

If the decision of the Board of Education is not satisfactory and the grievance is not resolved, the employee and/or the Association may, within fifteen (15) days, submit the grievance to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The decision of the arbitrator shall be advisory only. The District and the Association will share the cost of the arbitrator equally.

ARTICLE 7

Discipline and Discharge

- 7.1 The District agrees that no employee who has completed the one (1) year probationary period as a regular employee shall be subject to disciplinary action or discharge without bonafide and adequate cause. Any inquiry into the question of bonafide and adequate cause shall be limited to a determination whether or not the actions of the District were arbitrary, capricious, or unreasonable.
- 7.2 Upon quitting, discharge, or other separation from employment, the District shall pay all money due the employee by the end of the next pay period following terminating date of his/her services.

Article 7 (cont.)

- 7.3 An employee shall return to his/her immediate supervisor, any school property in his/her possession or assigned to him/her in substantially the same condition as when received, reasonable wear and tear excepted, prior to receiving his/her final pay upon separation from employment. Failure to do so shall render the employee liable for the payment of the fair and reasonable value thereof.
- 7.4 The employees agree to train the respective replacement for a period of at least one (1) week during the last two (2) weeks of employment if requested to do so by the District.
- 7.5 Any employee will give the District two (2) weeks notice prior to terminating his/her employment. The District will give the employee two (2) weeks notice prior to terminating his/her employment. This section does not apply to dismissal for disciplinary actions.
- 7.6 Any employee disciplined or discharged shall be entitled to file a grievance under the grievance procedure in this Agreement.

ARTICLE 8

Seniority

- 8.1 Seniority shall begin with the date of appointment to a vacant regular position by the Board of Education in a job classification of this unit and shall be based on continuous employment with the District, with the exception of a leave of absence granted by the Board of Education. If conflict should arise regarding the similarity of date of appointment, then the date of Superintendent approval shall determine seniority.

- 8.2** In all cases of layoff, job classification seniority will govern. When the employer rehires any employee in a job classification, the employees on layoff from said job classification shall be rehired in reverse order in which they were laid off.

ARTICLE 9

Uniforms and Medical Supplies and Equipment

- 9.1** The District will provide each health office all necessary medical supplies and equipment as may be required. If the District requires, it will provide and maintain uniforms for registered nurses at no cost to employees. Employees, for whom uniforms are provided, agree to wear complete uniform while on duty.

ARTICLE 10

Physical Examination

- 10.1** At the District's discretion, employees of the unit may be required to have an annual physical examination. The employee will immediately submit to the District the results of said examination on the form provided by the District.
- 10.2** Employees shall receive said physical from one of the District's physicians at no charge to the employee.
- 10.3** An employee who chooses, may receive the required physical examination from a physician of his/her choice and will be reimbursed the amount equal to that paid the District physician towards the cost of the required physical examination, provided such application for reimbursement is made to the personnel office and the completed examination is turned in to the personnel office.

ARTICLE 11

Visitation

- 11.1** Union representatives shall have the right to visit the District and discuss business with District employees as long as they confine their discussion to business and it does not interfere with the job responsibilities of the employee.

ARTICLE 12

Bulletin Board

- 12.1** The District will furnish a bulletin board in each building at a convenient location for Union announcements, job postings, meeting notices, and Civil Service Tests.

ARTICLE 13

Payroll Deductions

- 13.1** The District will deduct from the employee's pay, the cost of one U.S. Savings Bond per month on request after completion of proper authorization forms.
- 13.2** Application for Bond-A-Month must be made in June preceding deduction year, and not changed during the year.

ARTICLE 13 (cont.)

- 13.3** The District agrees to arrange for direct deposit in a bank for its employees.

ARTICLE 14

Jury Duty

- 14.1** School Nurses will retain jury duty compensation for expenses relating to jury duty.
- 14.2** Time loss will not be deducted from any leave time and employee will receive a normal day's pay for each full day served.
- 14.3** If an employee is not required to physically serve, he/she will return to work.

ARTICLE 15

Leaves of Absence

- 15.1** Requests in writing for a leave of absence of up to one (1) year duration may be granted by the Board of Education after one (1) year service to the District. Such leave will be without pay or benefits.
- 15.2** Benefits will not be accrued during leaves of absence.

- 15.3** At the expiration of said leave of absence, the employee will be returned to a position in the class of employment in which he/she served at the time of leave commencement.
- 15.4** Return to work from a leave of absence will coincide with the beginning of the first or second school semester.

ARTICLE 16

Retirement

- 16.1** All regular employees covered by this Agreement are eligible to join the New York State Employees Retirement System.
- 16.2** For employees hired prior to July 1, 1973, the "20" year new career non-contributing plan (75-i) shall be in effect.

Article 16 (cont.)

- 16.3** For those employees hired after July 1, 1973, and prior to June 30, 1976, the New York State Employees Retirement Plan, as designated in Section 448 of the Retirement and Social Security Law, shall be in effect. Section 75-i shall also be applicable to those hired between these dates and are members of Tier II.
- 16.4** For those employees hired after July 1, 1976, the contributory plan, defined by Chapter 890 of the Laws of 1976 (Article 14 of the Retirement and Social Security Law), or succeeding plans, as adopted by the New York State Legislature, shall be in effect.
- 16.5** In the event of death of an employee on the current and active payroll, the District will pay to the employee's beneficiary (as named under the NYSERS) any earned but unused sick leave days at the rate of \$40.00 per day.

ARTICLE 17

Health Insurance

- 17.1** The District shall provide either individual or family Blue Cross/Blue Shield (same as Teachers' Plan) to all employees in this bargaining unit in the following manner.
- 17.2** Employees regularly scheduled to work who do not have adequate coverage in any other manner (in any other manner does not apply to those who actually pay

for their own coverage), shall be provided such coverage as per the schedule below:

District Contribution.....93% of Single Coverage and if needed,
an
additional 93% for Family Coverage.

These percentages shall be computed in dollar amounts rather than percentages.

The District will make available to all employees the IRS 125 Option for Health and Dental Insurance contributions.

17.3 Employees in the bargaining unit who, at any time during the period of this agreement, require hospitalization under the terms as set forth above, shall apply to the District for coverage and be provided same.

17.4 Dental Insurance:

For all employees eligible for Health Insurance, the District will make a contribution annually for the purpose of allowing the employee to participate in an approved group dental insurance if he/she chooses. Employees choosing not to participate will be given \$100.00 in lieu of participation. The District's contribution for those electing coverage will be:

Article 17.4 (cont.)

	<u>2001</u>	<u>2002</u>	<u>2003</u>
Employee Basic & Prosthetic	\$127	\$133	\$211
Employee Basic & Prosthetic + One Dependent Basic	\$194	\$200	\$253
Employee Basic & Prosthetic + Family Basic	\$250	\$256	\$313

ARTICLE 18

Leaves with Pay

18.1 A total of three (3) days with pay per year shall be granted for personal business leave purposes. Personal business leave purposes shall be defined as business that cannot be attended to during non-working hours, such as court appearances, appointments beyond the control of the employee.

Unused personal business leave time, up to a maximum of three (3) days per year, will be added to the employee's accumulated sick leave at the end of the fiscal year.

Nurses need only indicate the following reasons for personal leave, except for one (1) of the three (3) days which shall be without reason:

- Legal
- Medical
- Religious (holidays as proclaimed by Education Law)
- Immediate Family (graduation, college entrance, wedding)

A personal day without reason may not be taken to extend a vacation or on a Friday or Monday after May 31.

18.2 Sick Leave

Sick leave will be granted without loss of pay on the basis of one (1) day per month for employees accumulative to 200 days effective July 1, 1997.

Sick leave shall be awarded on the basis of one (1) day being equivalent to the average number of paid hours in a normal day for that individual for a total of ten (10) days per year.

Article 18 (cont.)

After the first full year of employment, unit employees will be credited with their annual sick leave at the beginning of the school year.

An accounting of accumulated sick leave will be given to each employee at the beginning of each school year.

On retirement under provisions of the New York State Employees Retirement System, each day of unused sick leave accumulated at the time of retirement will be converted to a per diem amount of \$40.00 effective July 1, 2001 (and for the duration of this agreement), to be paid to the retiree at the time of retirement or upon departure from the District.

The District and union agree to establish a sick bank with no contribution from the District.

18.3 Bereavement Leave/Family Illness

A total of three (3) days with pay shall be granted for serious illness or death in the immediate family (father, mother, sister, brother, son, daughter, grandparents, grandchildren, spouses, mother-in-law, or father-in-law).

One additional day may be granted by the Superintendent of Schools for deaths of other close relatives.

In the event there is more than one death in a given year, additional days may be granted at the discretion of the Superintendent of Schools. The Superintendent of Schools will take into consideration the attendance record of the employee when rendering a decision.

ARTICLE 19

Holidays

- 19.1** Registered nurses will work the instructional calendar plus any other days the teaching staff works; but no more than 185 days.

ARTICLE 20

Employee Protection

- 20.1** If an employee is injured on the job, he/she will seek medical attention if he/she so requests or if deemed advisable by the appropriate supervisor. An accident report must be filed by an employee and his/her immediate supervisor as soon as practicable after the

Article 20 (cont.)

occurrence of any accident, but not later than one (1) working day. Any employee who is injured on the job shall not, as a result of such injury, lose seniority or other benefits.

ARTICLE 21

Pay Days

- 21.1** Registered nurses will be paid according to the schedule of pay days established for the instructional staff.

ARTICLE 22

Past Conditions

- 22.1** No provision of this Agreement will be construed as to lower the rate of any position covered by this Agreement.
- 22.2** No part of this Agreement shall be construed as to preclude the School District from giving any further benefits to its employees.
- 22.3** If either the District or Union wishes to alter any present terms and conditions of this employment, the District and Union shall, with mutual agreement, meet for the purpose of resolving the issue or issues.

ARTICLE 23

Wages

- 23.1** Wages shall be paid in accordance with the salary schedule attached hereto and made a part hereof (Schedule "A"). Employee shall advance to regular rate after one (1) year of service.
- 23.2** All employees shall be provided with a statement of gross earnings and a statement of deductions taken.
- 23.3** An employee temporarily assigned by the appropriate supervisor to a position of greater responsibility which pays a higher rate of compensation than his/her regular position will receive the rate of the higher paying position. An employee will not be required to perform duties outside his/her job title.

ARTICLE 24

Work Day, Work Week

- 24.1** The work week will be from Monday to Friday, seven (7) hours each day, inclusive of lunch.
- 24.2** School Nurses will work the instructional calendar.
- 24.3** School Nurses will receive an annualized salary.
- 24.4** School Nurses will be in attendance on all inservice days and Superintendent's Conference days within the instructional calendar.
- 24.5** School Nurses will not be required to work when school is closed as a result of emergency closings.
- 24.6** School Nurses will be allowed to report at the delayed time when school opening is delayed.
- 24.7** School Nurses may be required to attend normally scheduled faculty meetings when there is a topic pertinent to their assignment. School Nurses will also be required no more than ten (10) meetings annually, called by the appropriate district administrator.

ARTICLE 25

General Conditions

- 25.1** Sanitary arrangements shall be maintained for employees. Soap, towels, washing facilities and necessary items shall be supplied by the District for employees' use.
- 25.2** The District Building may be made available for meetings provided appropriate notice is given.
- 25.3** All employees will be clean, neat and appropriately dressed so as to present a good appearance to the students and the community.
- 25.4** In the event of an emergency closing, the Superintendent may determine that members of this unit would not be required to report to work. If this occurs, the employee would not be required to suffer a loss of pay.
- 25.5** Mileage will be paid for official approved business at the highest rate established by the District.

25.6 Home Visit – A Registered Nurse will not be requested to make home visits.

Article 25 (cont.)

25.7 Nursing Seminars – Application for attendance at nursing seminars will be made through the appropriate district administrator to the Superintendent of Schools at least one (1) month in advance. Such requests shall not be unreasonably denied.

25.8 Attendance at Meetings – In the event that the District requires or that the School Nurse receives approval for attendance at meetings or conferences outside the District, the District will pay expenses related to participation.

25.9 Orientation – The District will provide newly employed School Nurses with an orientation program. New employees will be given a copy of the current collective bargaining agreement.

25.10 Evaluation – Prior to the end of each school year, each School Nurse will receive an evaluation report for that year as conducted by the appropriate district administrator. The School Nurse will receive a copy of the report. An additional copy will be retained in the School Nurse's personnel file.

25.11 Reimbursement for Mandated Costs – The District will reimburse any Nurse for up to \$100.00 annually for any course mandated by New York State Education Law needed to maintain their nursing license.

ARTICLE 26

Miscellaneous

26.1 IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREOF SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

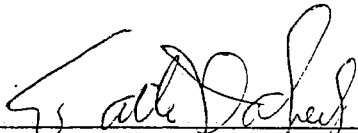
ARTICLE 27

Duration

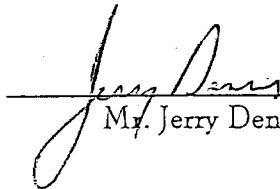
27.1 This agreement shall be effective as of the date of the signing between the parties with the exception of the Wages and Insurance Schedule which shall be effective July 1, 2001, and shall terminate as of June 30, 2004.

FOR THE DISTRICT:

FOR LOCAL 200 United, SEIU, AFL-CIO:



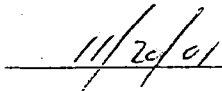
Dr. Walter J. Doherty



Mr. Jerry Dennis, President



Date



Date

APPENDIX A

SALARY SCHEDULE

	<u>Starting Salary</u>	<u>Regular Rate</u>
2001-02 Effective 7-1-01	\$24,875	\$25,875
2002-03 Effective 7-1-02	\$25,780	\$26,780
2003-04 Effective 7-1-03	\$26,718	\$27,718

	<u>2001-02</u> <i>Effective</i> 7-1-01	<u>2002-03</u> 7-1-02	<u>2003-04</u> 7-1-03
Kathy Adams	\$24,875	\$26,781	\$27,718
Scheryl Adams	\$25,875	\$26,781	\$27,718
Maryellen Davison	\$25,875	\$26,781	\$27,718
Barbara Eberle	\$25,875	\$26,781	\$27,718
Caren Hughes	\$25,875	\$26,781	\$27,718
Stephanie Goodell	\$25,875	\$26,781	\$27,718
Cindy Jeffries	\$25,875	\$26,781	\$27,718
Susan Lacey	\$25,875	\$26,781	\$27,718

LONGEVITY

<u>Length of Service</u>	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Greater than 10 Years	\$ 511	\$ 529	\$ 548
Greater than 15 Years	\$1,021	\$1,057	\$1,094
Greater than 20 Years	\$1,485	\$1,537	\$1,591

APPENDIX B

Effective July 1, 2001, there shall be established a Sick Leave Bank subject to the following terms and conditions (all terms and conditions apply to Sick Leave Bank members only):

Membership

Membership in the Bank shall be comprised of Service Employees International Union, Local 200, S.E.I.U., AFL-CIO, Unit (hereafter "MEMBER") who (a) are covered by the collective bargaining agreement, and (b) were voluntarily enrolled in the Bank and had contributed the required number of sick days from their personal account as of the immediate preceding enrollment period.

The first enrollment period shall be the period from July 1, 2001 to June 30, 2002. Succeeding enrollment periods shall be the periods from July 1 to September 30 of succeeding year or within sixty (60) days from first anniversary of date of hire, if not hired on July 1. To achieve membership in the Bank a bargaining unit person must complete the prescribed form and must contribute 1 sick day per year from their personal account. Employees joining the Sick Bank after the first year of its inception or new hires having completed 1 full year of employment will be required to contribute 1 day for every year of their eligibility.

Contribution

Each employee who wishes to become enrolled in the Bank as of the first enrollment period shall contribute one sick day from such employee's personal accumulated sick leave account. There shall be an additional assessment of one day's sick leave from each member's account on each succeeding July 1st that, as of said July 1st, there are less than 300 unused sick days in the Bank. Additional assessments may be made when agreed to by the Sick Leave Bank members. Any person withdrawing from the Bank shall forfeit all prior sick day contributions to said bank. Upon retirement, or when a member leaves the district any sick days used from the Bank should be paid back if possible.

Sick Leave Committee

A Sick Leave Bank Committee shall be formed consisting of three (3) designees of the Unit. These three (3) delegates must be members of the Sick Bank. They shall be elected by the members of the Sick Bank for a term of three (3) years. Such Committee shall have authority to grant up to a maximum of forty-five (45) sick days to any member in any one school year or to any member for any one serious sickness or injury, not to exceed days available in the Bank. All votes taken by the Sick Leave Committee shall be confidential. The Committee, upon request, will make available to the Sick Leave Bank membership an accounting of application and days expended. The Committee will provide the Sick Leave Bank membership with an accounting each September. A current list of Sick Leave

Bank members will be provided to Sick Leave Bank by the Personnel Office each September. The District's Personnel Office will provide each new Building School Nurse member with a Sick Leave Bank Enrollment Form. Completed forms are to be sent to the Personnel Office (white copy) and the Sick Leave Bank Committee (yellow copy).

Eligibility

To be eligible to receive sick days from the Bank, a member must meet the following conditions:

1. Be a full time employee, having completed one year of employment.
2. Be a member of the Bank as of the date the serious sickness or injury first arises or is first diagnosed.
3. Have missed at least thirty (30) consecutive workdays solely because of such serious sickness or injury. In the event of a member missing thirty (30) consecutive workdays because of serious sickness or injury, then returning to work for several days, and then being forced to return to sick leave because of the same initial condition, there will be no additional thirty (30) day waiting period required.
4. Have used all of their sick days and personal days.
5. Provide the committee with such medical proof or documentation as the Committee may request either at the time of application or at any time during the period of the serious sickness or injury.

Determinations

It is the intent that sick days will be granted from the Bank only in cases of serious sickness or injury, as generally regarded by the medical profession, which are of an unforeseeable and unavoidable nature. Determinations of the Committee relating to the Sick Bank shall not be subject to the grievance or arbitration provisions of the Labor Agreement.

Amendments

Amendments to the Sick Leave Bank may be made at the request of the members by establishing a committee. This committee will be comprised of the Sick Leave Bank Committee and 2 other members of the Sick Leave Bank. Any Amendments resulting from this committee must be presented to the Sick Bank members to be voted on. Amendments will only become part of this document if agreed on by the majority of the Sick Leave Bank Members.

CENTRAL SQUARE CENTRAL SCHOOL DISTRICT

REGISTERED NURSES UNIT

SICK LEAVE BANK

Enrollment Form

I, _____ wish to join the Central Square Central

 School's Service Employees International Union Local 200 United Registered Nurses
 Unit Sick Leave Bank and do hereby grant permission to the Central Square Central
 School District to reduce my accumulated sick leave by one (1) day. I understand this
 number of days will be placed in the sick leave bank for Local 200 United Registered
 Nurses Unit's members.

I have read and understand the rules and regulations of the sick leave bank and hereby agree to comply with the rules and regulations.

Date _____

Signature

White Copy - Personnel Office
Yellow Copy - Sick Leave Bank
Pink Copy - Employee

Service Employees International Union Local 200 United, S.E.I.U., AFL-CIO
Nurses

CONTRACT EXTENSION

March 2, 2004

TWO-YEAR EXTENSION AGREEMENT (2004-2006)

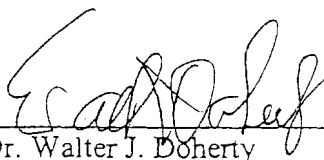
ARTICLE 23 – WAGES

23.1 Wages shall be paid in accordance with the salary schedule attached hereto and made a part hereof (Schedule "A"). Employee shall advance to regular rate after one (1) year of service

**ARTICLES OF THE CONTRACT NOT MENTIONED HEREIN SHALL
REMAIN UNCHANGED.**

For the Central Square
Central School District:

For Local 200 United, SEIU,
AFL-CIO:



Dr. Walter J. Doherty
Superintendent

4/5/04

Date



Jody DelBrocco

3/30/04

Date

APPENDIX A

SALARY SCHEDULE

	<u>Starting Salary</u>	<u>Regular Rate</u>
2004-05 Effective 7-1-04	\$27,799	\$28,799

2005-06 Effective 7-1-05	\$28,922	\$30,000
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<i>Effective</i>	<u>2004-05</u> 7-1-04	<u>2005-06</u> 7-1-05
Kathy Adams	\$28,799	\$30,000
Scheryl Adams	\$28,799	\$30,000
Maryellen Davison	\$28,799	\$30,000
Caren Hughes	\$28,799	\$30,000
Stephanie Goodell	\$28,799	\$30,000
Cindy Jeffries	\$28,799	\$30,000
Susan Lacey	\$28,799	\$30,000
Patricia Wilckens	\$28,799	\$30,000

LONGEVITY

<u>Length of Service</u>	<u>2004-05</u>	<u>2005-06</u>
Greater than 10 Years	\$ 548	\$ 548
Greater than 15 Years	\$1,094	\$1,094
Greater than 20 Years	\$1,591	\$1,591